

VISION & VALUES

SERVICE LEADER



VISION STATEMENT: TO EQUIP PEOPLE TO EXPERIENCE CHRIST'S FREEDOM IN THEIR EVERYDAY LIVES

OUR VALUES

1. WE ARE A **RELATIONALLY HEALTHY CHURCH**

MATTHEW 18:19-20

2. WE ARE **GENEROUS**

PROVERBS 11:24-25

3. OUR HEART BEATS **HOSPITALITY**

HEBREWS 20:26

4. WE ARE AN **EQUIPPING CHURCH**

EPHESIANS 4:11-13

5. WE ARE AN **EXCELLENT CHURCH**

DANIEL 6:3

LEADERSHIP PROFILE

GATHERER

Leaders are magnetic and have the ability to easily engage others. They see the value of community and are able to mobilize others toward the vision & values of Freedom House. Gatherers don't just see what people can offer; they discover the potential in others and develop it.

HIGH CAPACITY

Leaders are growth-minded. They look for ways to increase their capacity to serve others. These individuals are able to exceed goals and expectations because of their ability to duplicate themselves and empower others.

GENEROUS

Leaders are consistently looking for opportunities to add value. They seek ways to give more than they take. Generous leaders are willing to invest their influence, resources, and time for the sake of advancing God's plan.

FIT

Leaders are self-aware and demonstrate health spiritually, emotionally, physically, relationally, and financially. They consistently pursue growth in their relationship with God, others and themselves. Fit leaders thrive in Freedom House's culture due to their teachability and desire for excellence.

GRIT

Leaders are tenacious; they don't give up easily. They set goals and stay committed to achieving them through hard work and maintaining focus. When faced with obstacles, these individuals find solutions, create new ideas and don't allow setbacks to define who they are or determine how far they can go.

LEADERSHIP EXPECTATIONS

SERVICE LEADER



TO EQUIP PEOPLE TO EXPERIENCE CHRIST'S FREEDOM IN THEIR EVERYDAY LIVES

We lead more effectively when we know what is expected of us. Clarifying expectations reduces stress, brings focus to action, and makes teams more productive. These expectations are laid out in four key areas: Relationships, roles, responsibilities, and results.

RELATIONSHIPS

There are certain relationships we want leaders to intentionally develop and thrive in. First and foremost we expect leaders to take care of themselves spiritually, physically, and emotionally. The relational health of our leaders impacts the health of the church. We expect leaders to develop healthy relationships with Christ, their family, the church, and their world. The chart below highlights indicators of healthy, thriving relationships.

RELATIONSHIP WITH GOD

- Growing in your relationship with God.
- Daily time in the Word and prayer.
- Sharing with others what God is speaking to you.

RELATIONSHIP WITH FAMILY

- Serving your family and meeting their needs.
- Praying for your family and spending quality time together.
- Leading your family by example.

RELATIONSHIP WITH CHURCH

- Actively engaging with church family, while also focusing on guests.
- Present as much as possible for weekend services, events, and Life Groups.
- Faithful tithing to Freedom House.

RELATIONSHIP WITH WORLD

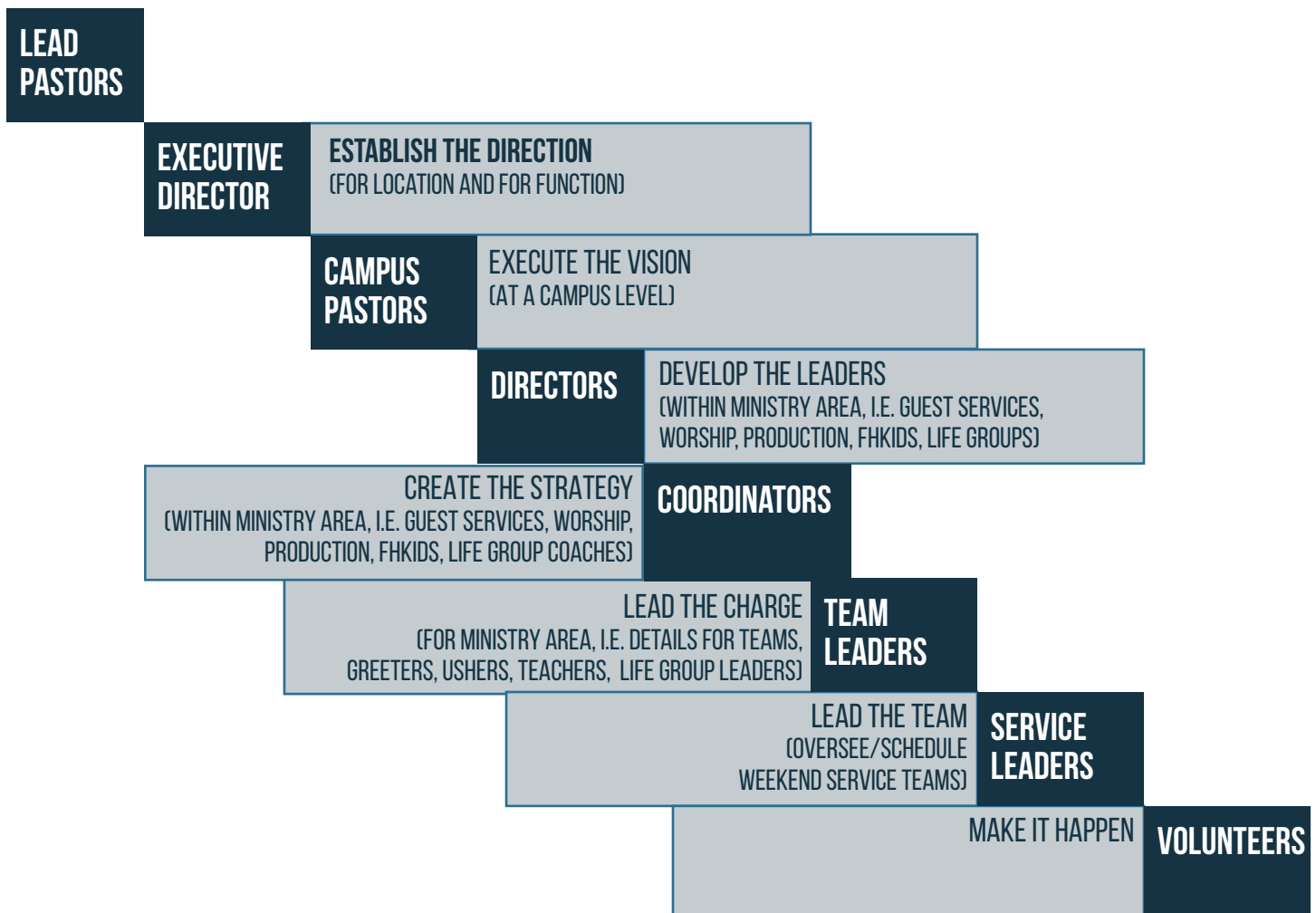
- Making a positive impact on people's lives.
- Always inviting people to church.
- Representing the church well in your circles and on social media.

ROLES OF A SERVICE LEADER

Clarity on the role of a team leader is to help individuals lead confidently. What are you empowered to do? What are you entrusted with? Who do you report to with successes and challenges? The descriptions below help leaders stay in their lane and thrive in their lane.

WHO YOU REPORT TO	YOUR TEAM LEADER
YOUR PURPOSE AS A SERVICE LEADER	IMPLEMENT THE PROCESS
YOUR MAIN FUNCTION AS A SERVICE LEADER	DEVELOP TEAMS
SETTING GOALS	UTILIZE THE SYSTEMS
LEADERSHIP DEVELOPMENT	SET EXPECTATIONS & GIVE FEEDBACK

LEADERSHIP LAYERS



RESPONSIBILITIES OF A SERVICE LEADER

The responsibilities outlined below clarify the “what” and “when” of each role. Why? Because successful execution of the responsibilities will help create productive and healthy teams. Leaders should be fully comfortable with and committed to the expectations below. All meetings don’t have to be in person and they don’t have to be an hour; the purpose is to check in and empower.

SUNDAYS

- Serve at least 2 services per month.
- Should leaders or team members have to miss a Sunday, the expectation is to communicate 1 month in advance.
- Leaders should also assign a replacement.

TIME COMMITMENT
1-3 HOURS PER WEEK
(ESTIMATED)

ABSENCES

- No more than two serving rotations in a row. No more than 8 Sundays in a year.

HOLIDAYS

- Due to the outreach opportunity at Easter and Christmas, all team members are asked to serve on these holidays.

MAIN RESPONSIBILITIES

DURING THE WEEK

COMMUNICATE THE GAME PLAN AND PROVIDE FEEDBACK TO VOLUNTEERS.

ENSURE COVERAGE OF VOLUNTEERS.

COMPILE REPORTING FROM TEAM LEADERS AND SUBMIT TO TEAM LEADERS.

ON THE WEEKEND

ATTEND PRE-SERVICE RALLY AND HUDDLE.

DELEGATE DETAILS AND OVERSEE GAME PLAN.

MENTOR VOLUNTEERS.

ONGOING DEVELOPMENT

MEET MONTHLY WITH TEAM LEADER ONE ON ONE.

MEET WITH VOLUNTEERS ONE ON ONE AT LEAST ONCE A QUARTER.

RECRUIT NEW VOLUNTEERS.

ATTEND LEADERSHIP MEETINGS.

RESULTS

Strong relationships and measurable results are evidence of effective leadership. Our systems and strategies are designed to help people connect to community, discover purpose, and make an impact. We believe that your dedication and heart to lead people will produce fruit. To the right are some measurable goals you could strive for as evidence of productivity. Every 6 months, we will assess the goals, evaluate progress, and adjust accordingly. Each leader will develop goals specific to their team that support the following goals.

TRAINING

95% TEAM COVERAGE ON SUNDAYS

RECRUITING LEADERS

85% TEAM MEMBER RETENTION

GROWTH ON TEAM

10% INCREASE IN VOLUNTEERS PER YEAR

EXECUTIVE DIRECTORS | 40+ HOURS PER WEEK

WHO YOU REPORT TO
YOUR PURPOSE AS AN EXECUTIVE DIRECTOR
YOUR MAIN FUNCTION AS AN EXECUTIVE DIRECTOR
SETTING GOALS
LEADERSHIP DEVELOPMENT

SENIOR PASTORS
ESTABLISH THE DIRECTION
DEVELOP DIRECTORS AND STRATEGIZE SYSTEMS
CREATE GOALS FOR THE TEAM
SET EXPECTATIONS & GIVE FEEDBACK

CAMPUS PASTORS | 20-40 HOURS PER WEEK

WHO YOU REPORT TO
YOUR PURPOSE AS A CAMPUS PASTOR
YOUR MAIN FUNCTION AS A CAMPUS PASTOR
SETTING GOALS
LEADERSHIP DEVELOPMENT

EXECUTIVE DIRECTOR
EXECUTE VISION AT CAMPUS LEVEL
OVERSEE CAMPUS GROWTH AND FUNCTION
DEVELOP DIRECTORS AND COORDINATORS
SET EXPECTATIONS & GIVE FEEDBACK

DIRECTORS | 40+ HOURS PER WEEK

WHO YOU REPORT TO
YOUR PURPOSE AS A DIRECTOR
YOUR MAIN FUNCTION AS A DIRECTOR
SETTING GOALS
LEADERSHIP DEVELOPMENT

EXECUTIVE DIRECTOR
LEAD THE MINISTRY
DEVELOP LEADERS & DESIGN SYSTEMS
CREATE GOALS FOR THE TEAM
SET EXPECTATIONS & GIVE FEEDBACK

COORDINATORS | 6-12 HOURS PER WEEK (VOLUNTEER)

WHO YOU REPORT TO
YOUR PURPOSE AS A COORDINATOR
YOUR MAIN FUNCTION AS A COORDINATOR
SETTING GOALS
LEADERSHIP DEVELOPMENT

DIRECTOR
STRATEGIZE YOUR AREA
IDENTIFY AND DEVELOP NEW LEADERS
CREATE GOALS FOR THE TEAM
SET EXPECTATIONS & GIVE FEEDBACK

TEAM LEADERS | 3-6 HOURS PER WEEK

WHO YOU REPORT TO
YOUR PURPOSE AS A TEAM LEADER
YOUR MAIN FUNCTION AS A TEAM LEADER
SETTING GOALS
LEADERSHIP DEVELOPMENT

COORDINATOR
OVERSEE THE PROCESS
DEVELOP SERVICE LEADERS & SCHEDULE VOLUNTEERS
IMPLEMENT THE SYSTEMS
SET EXPECTATIONS & GIVE FEEDBACK

SERVICE LEADERS | 1-3 HOURS PER WEEK

WHO YOU REPORT TO
YOUR PURPOSE AS A SERVICE LEADER
YOUR MAIN FUNCTION AS A SERVICE LEADER
SETTING GOALS
LEADERSHIP DEVELOPMENT

TEAM LEADER
IMPLEMENT THE PROCESS
DEVELOP TEAMS
UTILIZE THE SYSTEMS
SET EXPECTATIONS & GIVE FEEDBACK

*ALL HOURS ARE APPROXIMATE